



FOR A GOOD NEGOTIATED LOCAL COLLECTIVE AGREEMENT

JOB STABILITY
BETTER WORKING CONDITIONS

Info-Négo no.5

STABILITY IS THE KEY TO IMPROVING OUR WORKING CONDITIONS

As summer begins, local bargaining continues. The months of meetings held thus far have shown that we were right: many employers have been seduced by the mirage of flexibility at any price. But our mobilization is bearing fruit: we are convincing people and making progress.

To settle these local negotiations and alleviate the distress among employees, we need to achieve job stability. This means two basic things: making the home base an intrinsic part of each position and streamlining the conversion of hours.

Home base: A concrete way to improve our working conditions and services

With Minister Barrette's nonsensical reform, the employers want to be able to move employees around as they please.

A CISSS or a CIUSSS covers a territory spanning many kilometres, in some regions hundreds of kilometres. Employers want to be able to move you across long distances. One week you're working at one point of service and the next many kilometres away.

With employees falling by the wayside at unprecedented rates, how will shunting people around improve things?

Will this really help us attract and retain staff? And what will it do to the quality of services? We believe we should be moving in precisely the opposite direction.

We want the home base to be an integral part of a position. That means that when you apply for a job, you will know at which point of service you will be working. That your travel allowance will be calculated from a specific address:

your home base. That your home base will give you rights and recourse against instability and arbitrary decisions.

This would guarantee stability for employees and the public alike. For instance, seniors in a CHSLD need calm and consistency, not for staff to change as if they were just numbers.





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More full-time positions for more stability

Another central issue in the negotiations is our proposal for simplified conversion of hours. Employees have long wanted more full-time positions. One way to achieve this is to increase a position's hours. Under Letter of Agreement No. 27 in our national collective agreement, management agreed to targets that would improve job stability by increasing the number of full-time positions.

These local negotiations are an opportunity to put words into action, but here as elsewhere the employers are balking. Some are dragging their feet when it comes to giving the union the information that shows whether we are on track to achieving the targets. What is the rate of overtime? Of outside labour? Of staff turnover? That is just some of the information that is not always being provided to the union, although the requirement is there in black and white in the letter of agreement.

For paratechnical, auxiliary services and trades personnel (Class 2), the target is for 60% of positions to be full-time by 2020.

For office personnel and administrative technicians and professionals (Class 3) and health and social services technicians and professionals (Class 4), the target is a 5% increase in full-time positions by 2020, based on the numbers for fiscal 2014-2015.

How are we going to get there? Simplified conversion of hours is one way to stabilize human resources, increase the regularity of assignments and maximize the number of full-time positions. It makes it possible to create full-time positions (including float team positions and merged positions), to create new part-time positions, and to increase the hours of existing part-time positions. It's a simple, effective mechanism that is entirely in line with the objective of stabilizing the health and social services system.

If the employers want to relieve the pressure on stressed employees, the way to do it is in the local negotiations: by making the home base an integral part of the position and by implementing simplified conversion of hours.

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